

Important news about your NuVasive Inc. 401(k) Plan

We are excited to bring you an enhanced experience as your NuVasive Inc. 401(k) Plan merges into the Globus Medical Inc. 401(k) Plan beginning in January 2025. Please read this notice in its entirety for details and key dates.

What you need to know

- Your account details, including your investments, deferral elections, beneficiaries, and loan payments will remain in place. You are **not required** to take any action. However, there may be some actions that you can take to ensure a smooth transition of your account. Read below for an important legal notice concerning the blackout period.
- Be on the lookout for additional details around the transition, and to learn more about Voya Financial, including their state-of-the-art retirement readiness tools and resources.
- Fund changes – Please refer to the fund mapping chart enclosed in this mailing for more details.
- If you have any questions regarding this notice, please call **800-584-6001**. Voya customer service associates are available beginning the week of January 10, 2025, weekdays from 8 a.m. to 8 p.m. ET, excluding stock market holidays. Spanish speaking associates are also available.

You can visit **NuVasive.beready2retire.com** for more information and to find all the documents associated with this transition.

IMPORTANT - Blackout period

To ensure everything goes smoothly, there will be a brief period where you will not be able to access your NuVasive Inc. 401(k) Plan. This blackout period will begin at **4 p.m., ET on December 27, 2024**, and is expected to be completed the week of January 2, 2025. During this time, you will be temporarily unable to direct or diversify investments or request a distribution in your individual account under the NuVasive Inc. 401(k) Plan. This period, during which you will be unable to exercise these rights otherwise is called a “blackout” period. Whether or not you are planning to retire in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning, as well as your overall financial plan.

By the week of January 2, 2025, you can determine whether the blackout period has ended by visiting either **Voyaretirementplans.com** or **NuVasive.beready2retire.com**. You may also call **800-584-6001**. You will need your Social Security number and the Personal Identification Number (PIN) that will be emailed to your email address on file.

More to come

Please be on the lookout for additional details from Voya around these enhancements. In the coming days, we'll provide you with an in-depth overview of the enhancements that have been made and outline the new and exciting plan features.

This is a brief, non-technical description of certain provisions of the Plan. It is not intended to be a complete statement of Plan provisions. If a description in this letter differs from the Plan documents, the Plan documents prevail. For additional information regarding the Plan, please refer to the Summary Plan Description (SPD).

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

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Fund Changes

In addition, as part of the merger to the Globus Medical Inc. 401(k) Plan, several fund changes will be made effective January 2, 2025. These fund changes will be made to ensure that the Plan is offering a competitive and best in class investment lineup to plan participants.

Effective January 2, 2025, the following changes will occur within the plan:

Current Investment	Expense Ratio	Maps To	New Fund	Expense Ratio
TRwPr Retirement 2015 Fund I	0.35%	→	MyCompass Index Moderate Retirement Fund Fee Class R6 CIT	0.11%
TRwPr Retirement 2020 Fund I	0.37%	→	MyCompass Index Moderate 2025 Fund Fee Class R6 CIT	0.11%
TRwPr Retirement 2025 Fund I	0.38%	→	MyCompass Index Moderate 2025 Fund Fee Class R6 CIT	0.11%
TRwPr Retirement 2030 Fund I	0.40%	→	MyCompass Index Moderate 2035 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2035 Fund I	0.42%	→	MyCompass Index Moderate 2035 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2040 Fund I	0.43%	→	MyCompass Index Moderate 2045 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2045 Fund I	0.44%	→	MyCompass Index Moderate 2045 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2050 Fund I	0.45%	→	MyCompass Index Moderate 2055 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2055 Fund I	0.46%	→	MyCompass Index Moderate 2055 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2060 Fund I	0.46%	→	MyCompass Index Moderate 2065 Fund Fee Class R6 CIT	0.12%
TRwPr Retirement 2065 Fund I	0.46%	→	MyCompass Index Moderate 2065 Fund Fee Class R6 CIT	0.12%
American Funds Am Balanced R6	0.25%	→	American Funds American Balanced Fund® - Class R-6	0.25%
PIMCO Income Fund Ins	0.62%	→	PIMCO Income Fund - Institutional Class	0.62%
Vangrd Tot Bd Mkt Ind Fd Ins	0.04%	→	Fidelity® U.S. Bond Index Fund	0.03%
American Funds EuroPacific Grw R6	0.47%	→	American Funds EuroPacific Growth Fund® - Class R-6	0.47%
American Funds New World R6	0.57%	→	American Funds New World Fund® - Class R-6	0.57%
Vangrd Tot Int Stk In F Ins	0.09%	→	Fidelity® Total International Index Fund	0.06%
Vangrd Growth Index Fund Ins	0.04%	→	Fidelity® Large Cap Growth Index Fund	0.04%
Vangrd Instit Index Fnd Ins	0.04%	→	Fidelity® 500 Index Fund	0.02%
Vangrd Value Index Fund Ins	0.04%	→	Fidelity® Large Cap Value Index Fund	0.04%
Vangrd Mid-Cap Index Fund Ins	0.04%	→	Fidelity® Mid Cap Index Fund	0.03%
Vangrd Small-Cap Index Fd Ins	0.04%	→	Fidelity® Small Cap Index Fund	0.03%
Voya Fixed Account (4062)	0.00%	→	Voya Fixed Account (4062)	0.00%

Generally speaking, Target Date Funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears. An investment in the Target Date Fund is not guaranteed at any time, including on or after the target date.

Each diversified portfolio starts with an asset allocation considered appropriate for its years from retirement and risk tolerance. Then each portfolio gets more conservative over time as it gets closer and closer to its retirement date. The objective is to achieve the highest possible returns while minimizing potential risks. (Please note: there is no guarantee this objective will be met).

MyCompass Index are Collective Investment Trusts available only to qualified plans. They are not mutual funds and are not registered with the Securities and Exchange Commission.